



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION LOGISTICS AND TECHNOLOGY
103 ARMY PENTAGON
WASHINGTON, DC 20310-0103

NOV -5 2010

SFAE-CDD

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (ACQUISITION,
TECHNOLOGY AND LOGISTICS)

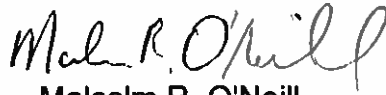
SUBJECT: Government Performance of Critical Acquisition Functions

1. Reference memorandum, Under Secretary of Defense (Acquisition, Technology and Logistics), 25 August 2010, subject as above. Per referenced memorandum you asked me to explain my strategy to ensure that Key Leadership Positions (KLPs) are properly filled and that those individuals have the requisite training and qualifications for the positions they hold.
2. I have directed the Director of Acquisition Career Management (DACM) to ascertain the identification and qualifications of all the KLPs as defined in the referenced memorandum. After this initial review, the personnel databases will be updated to code these positions as KLPs. At the same time, we will remove the KLP status from those individuals no longer in KLP identified positions. I will report the metrics you requested, including KLP fill rates and qualification rates of workforce members assigned to KLPs. I will also provide KLP metrics at future Senior Steering Boards.
3. For all KLPs that are filled by General Officers (GO), Senior Executive Service (SES) or Program Managers of Acquisition Categories I, IA, and II programs, I will remain as the final selection authority and approval authority for position requirements and tenure waivers. I am delegating the waiver authority to the DACM for position requirements and tenure waivers for functional lead positions below GO/SES.
4. To continue future KLP compliance, I have directed the Deputy DACM to review, on a semi-annual basis, the KLPs that are filled by GO or SES and Program Managers of Acquisition Categories I, IA, and II programs. In addition, at all future programmatic milestone reviews, I will require the Program Executive Officer (PEO) responsible for that program certify that all KLP functions are being performed by properly qualified members of the Armed Forces or full-time Department of Defense (DoD) employees. If the service member or DoD employee is not certified, the PEO will be required to produce an approved waiver prior to the issuance of a milestone approval.

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5. The point of contact is Ms. Chandra Evans-Mitchell, U.S. Army Acquisition Support Center, (703) 805-1247, or e-mail: chandra.evansmitchel@us.army.mil.

A handwritten signature in black ink, reading "Malcolm R. O'Neill". The signature is fluid and cursive, with the first name "Malcolm" and last name "O'Neill" clearly legible.

Malcolm R. O'Neill
Assistant Secretary of the Army
(Acquisition, Logistics and Technology)